



Council on Crime and Justice

New Tools for a Diverse and Safe Workforce:

Minnesota's New Safe Hiring and Ban the Box Laws Increase Diversity and Limit Employer Liability

June 29th, 2009

**University of St. Thomas School of Law
1101 Harmon Place, Room 235
Minneapolis, MN**

2.5 Elimination of Bias Credits Approved

Registration Fee \$145 (\$125 Public Attorneys)

Learn how two new laws developed by the Council on Crime and Justice and signed by Governor Pawlenty on May 11th will help employers to adopt practices that increase employment opportunities for individuals with criminal histories while limiting employer liability. Because of the disproportionate numbers of Minnesotans of color with a criminal history, adoption of these new policies will also help employers to develop a more diverse workforce. One law limits the admissibility of an employee's criminal history information in civil actions against their employer. The other requires public employers to wait until a job applicant has been selected for an interview before asking about criminal records or conducting a background check.

1:00-1:30 p.m.

Registration

1:30-2:00 p.m.

Racial Disparities in the Criminal Justice System

Judge Pamela Alexander, President, Council on Crime and Justice

Judge Alexander will provide an overview of issues surrounding the disproportionate representation of communities of color in the criminal justice system and how this impacts workforce diversity, including in the legal and criminal justice professions.

2:00-2:30 p.m.

What Does the Research Say about Employment, Race, and Records?

Ebony Ruhland, Director of Research, Council on Crime and Justice

2:30-3:30 p.m.

How Minnesota's New Laws Related to Hiring Individuals With Criminal Records Can Help Create a More Diverse and Safe Workforce

*Mark Haase, Director of Public Policy and Advocacy, Council on Crime and Justice
Carl Crosby Lehmann, Attorney, Gray, Plant, Mooty*

3:30-4:00 p.m. Questions and Discussion